



REGISTERED AGENT
SOLUTIONS INC

NOTICE OF CONFIDENTIALITY

EXHIBIT

1

IN THE CIRCUIT COURT OF LOWNDES COUNTY, MISSISSIPPI

JENNIFER PORTER

PLAINTIFF

vs.

CAUSE NUMBER: 2019-0009-CV1K

STEEL DYNAMICS COLUMBUS, LLC

DEFENDANT

SUMMONS

THE STATE OF MISSISSIPPI
COUNTY OF LOWNDES

TO: Steel Dynamics Columbus, LLC
c/o Registered Agent Solutions, Inc.
12435 Plunkett Rd.
Gulfport, Mississippi 39503

NOTICE TO DEFENDANT(S)

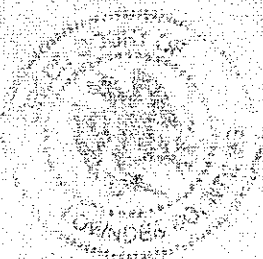
THE COMPLAINT WHICH IS ATTACHED TO THIS SUMMONS IS IMPORTANT AND
YOU MUST TAKE IMMEDIATE ACTION TO PROTECT YOUR RIGHTS

You are required to mail or hand-deliver a copy of a written response to the Complaint to Victoria Prince Ryals, the attorney for the Plaintiff, whose post office address is P.O. Box 1563, Batesville, Mississippi 38606, and whose street address is 106 Court Street, Batesville, Mississippi 38606. Your response must be mailed or delivered within (30) days from the date of delivery of this summons and complaint or a judgment by default will be entered against you for the money or other things demanded in the complaint.

You must also file the original of your response with the Clerk of this Court within a reasonable time afterward.

Issued under my hand and seal of said Court, this 22nd day of Jan, 2019.

(SEAL)



Honorable Teresa Barksdale
Post Office Box 31
Columbus, MS 39703
Circuit Clerk of Lowndes County

By: Teresa Barksdale D.C.

RECEIVED

JAN 22 2019

IN THE CIRCUIT COURT OF LOWNDES COUNTY, MISSISSIPPI
JENESA BARKSDALE
CIRCUIT CLERK

JENNIFER PORTER

PLAINTIFF

vs.

CAUSE NUMBER: 2019-0009-CV1A

STEEL DYNAMICS COLUMBUS, LLC

DEFENDANT

COMPLAINT
JURY TRIAL DEMANDED

COMES NOW Jennifer Porter, the Plaintiff herein, and files this her Complaint for FMLA Retaliation against the Defendants herein, and would show unto the Court the following facts, to-wit:

PARTIES

1. That Jennifer Porter is an adult resident citizen of Columbus, Lowndes County, Mississippi.
2. That Steel Dynamics Columbus, LLC is a corporation resided in Lowndes County, Mississippi and may be served with process of the Court located at 1945 Airport Rd, Columbus, MS 39701.

JURISDICTION AND VENUE

3. This Court has personal and subject matter jurisdiction in this matter.
4. On or about the 25th day June, 2018, the Plaintiff submitted to her employer her request for FMLA leave.
5. Two weeks later, on July 14, 2018, the Plaintiff was terminated.

FILED
JAN 22 2019
Jenesa Barksdale
Circuit Clerk

STATEMENT OF FACTS

6. Ms. Porter began her employment with Steel Dynamics Columbus, LLC on June 11, 2008.
7. Ms. Porter was, at all relevant times, an African American female, minimally qualified for her position and without any significant disciplinary actions.
8. On June 25, 2018, Ms. Porter requested FMLA leave.
9. After learning that her FMLA leave was to undergo a reverse tubal ligation, her employer, knowing from her precise surgical procedure that it was Ms. Porter's intent to become pregnant, terminated her.
10. The Plaintiff has established a prima facie case of FMLA retaliation.
11. Ms. Porter's termination was in violation of the FMLA and in retaliation for her taking FMLA leave.
12. The Defendant has retaliated against the Plaintiff, has otherwise violated her rights, and is liable to the Plaintiff for the damages she has incurred as a result of this discrimination.
13. Moreover, the Steel Dynamics Company terminated Ms. Porter to avoid having to provide her maternity leave and other benefits consistent with her FMLA leave.
14. The Plaintiff has suffered lost wages, lost benefits, other pecuniary damages, and mental and emotional distress as a result of the Defendant's retaliation.

WHEREFORE, PREMISES CONSIDERED, the Plaintiff prays that after a trial by Jury hereon, the Court will enter a judgment of and against the Defendant in an amount to be proven at trial and including, but not limited to the following.:

Back pay and front pay;

JAMES BACKSHILL
Circuit Clerk

